CCSD's

DISABILITY INFORMATION SHEET

No. 4
2002

In this **fourth Disability Information Sheet**, we provide more labour market statistics for persons with disabilities, as requested by many of our readers. In particular, we have had numerous requests for data that go beyond simple questions of labour force participation patterns. People want to know something about the kind of work that persons with disabilities do when they get a job in the paid labour market, and we have received many demands for more information about wages. So in this Information Sheet, we concentrate primarily on wage data using Statistics Canada's Survey of Labour and Income Dynamics.

Hourly Wages

In general, persons with disabilities receive lower wages than persons without disabilities. If we examine the median composite hourly wage rate[1] for persons with and without disabilities (see Table 1), it is quite evident that persons with disabilities receive less money per hour on the job than persons without disabilities receive.

Who gets the lowest and the highest rates of pay?

The lowest rate of pay is earned by young women (aged 16 to 34) with disabilities. The highest pay rate is found among men without disabilities aged 35 and older. Younger workers and women have the lowest wage rates among all those with and

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[1] The "composite hourly wage" is the average hourly wage rate (weighted by number of hours worked in each job) of all the jobs held during the year for each individual.

The "median composite hourly wage" is a single wage rate that is considered to be representative of multiple individuals belonging to a specific group (defined by age, gender, presence of disability, education level, and so on). By taking the composite hourly wage rate for all individuals in each group, we calculate the "median" or middle value. That means that half the individuals in the group had a composite hourly wage rate that was lower and half had a higher wage rate.

All wage rates reported here are in "constant 1998" dollars, and they have been adjusted for inflation. This allows us to compare wages in the three years more accurately and without worrying about the effects of inflation.

Table 1

Hourly Wage Rates* for workers with and without disabilities by Age Group and Gender, 1993, 1995 & 1998

	Age Group					
	16 - 34 yrs		35 - 49 yrs		50 - 64 yrs	
Persons with disabilities	Men	Women	Men	Women	Men	Women
1993	$ 12.89	$ 9.73	$ 17.71	$ 13.08	$ 17.78	$ 12.80
1995	$ 10.89	$ 9.38	$ 15.63	$ 11.98	$ 18.40	$ 10.86
1998	$ 12.38	$ 11.43	$ 16.07	$ 12.36	$ 18.92	$ 12.00
Persons without disabilities						
1993	$ 14.28	$ 12.62	$ 20.30	$ 14.48	$ 19.69	$ 13.57
1995	$ 14.38	$ 12.01	$ 20.48	$ 15.07	$ 20.01	$ 14.54
1998	$ 14.00	$ 12.00	$ 19.62	$ 15.05	$ 20.00	$ 14.11

* Note: These are median composite hourly wage rates, in constant 1998 dollars. See footnote 1 in this Information Sheet for a detailed definition.
Source: Prepared by the Canadian Council on Social Development using Statistics Canada's Survey of Labour and Income Dynamics (masterfile).

without disabilities. In 1998, for example, the lowest median composite hourly wage rate was $11.43 for women with disabilities aged 16 to 34, while the highest median composite hourly wage rate was $20.00 for men without disabilities aged 50 to 64. (see Table 1)

What were the wage patterns in the 1990s?

The greatest change in wage rates occurred among persons with disabilities. While the overall wage rate (in constant 1998 dollars) remained fairly stable, with only some variation between 1993 and 1998 for persons without disabilities, there were several noteworthy changes in wage patterns among persons with disabilities. For this group, in general, the data show a drop in hourly wages in 1995 and an incomplete recovery by 1998, to just below their 1993 levels.[2] Other research has indicated that 1995 represented the worst year for persons with disabilities in terms of most labour market indicators, and these data are no exception.[3] While the overall economy in 1995 was well into a recovery from the recession of the early 1990s, all evidence indicates that the beneficial effects were delayed for persons with disabilities. (see Table 1)

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dded to or deleted from the mailing list for this series of *y Information Sheets*, please contact:

s Disability Research Information Program
ooper Street, 5th Floor, Ottawa, ON K2P 0G5
13) 236-8977, ext. 259; fax: (613) 236-2750
drip@ccsd.ca

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[2] There were some exceptions to this trend which are noted in the next section.

[3] For simplicity, only data for 1993, 1995 and 1998 are presented here, but they represent the most exemplary years over the 1993-1998 interval.

ing the data:

age patterns can be seen more
y reorganizing the data in Table 1
charts for three age groups. Among
workers (aged 16 to 34), persons
abilities experienced a "dip" in their
vage rates in 1995 (see Chart 1A). For
nen with disabilities, the median
ite hourly wage rate in 1993 was
per hour; this dropped to $10.89 per
1995, and recovered to $12.38 in
mong young women with disabilities,
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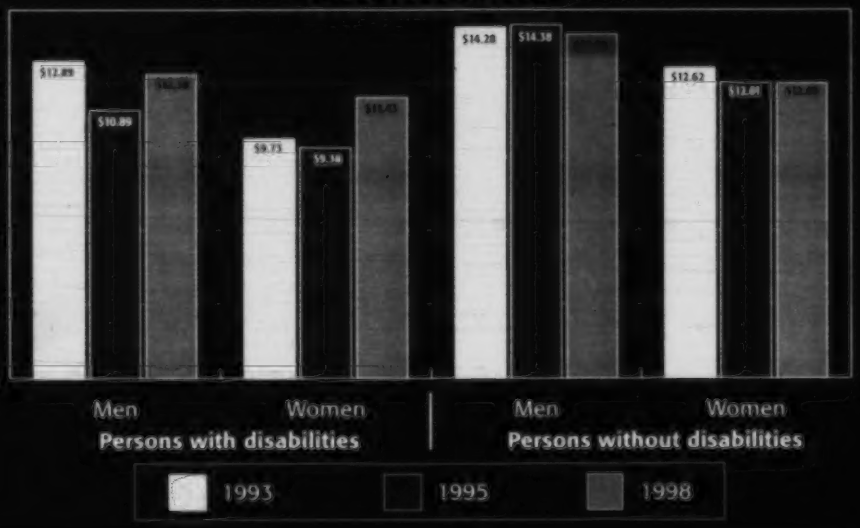
l very slightly from $9.73 in 1993 to
1995, then rebounded strongly in
$11.43 – a higher level than they had
in 1993. Among all women with
es, however, this was the only age
have rebounded so strongly and it is
he exceptions to the general pattern.

enomenon requires more detailed
in the future. For example, could
ng levels of educational attainment among young women with disabilities be one potential factor? A longitudinal analysis examining who in this group dropped out of the labour force completely between 1995 and 1998 might provide some insights. It is possible, for example, that some of the younger women with disabilities who had low wages were more likely to suffer a job loss in 1995 and be unable to re-enter the labour market by 1998. In that scenario, wage gains made by the other women with disabilities who remained in the labour force might have been offset by the loss of work among the younger group. We hope to pursue some of these issues in the future.

The other exception to the overall pattern is found among older men with disabilities. They experienced an increase in wages between 1993 and 1995 – from $17.78 to $18.40 – and remained relatively stable through 1998, at $18.92 (see chart 1C). Again, future analysis will be needed to understand this phenomenon more fully.

A

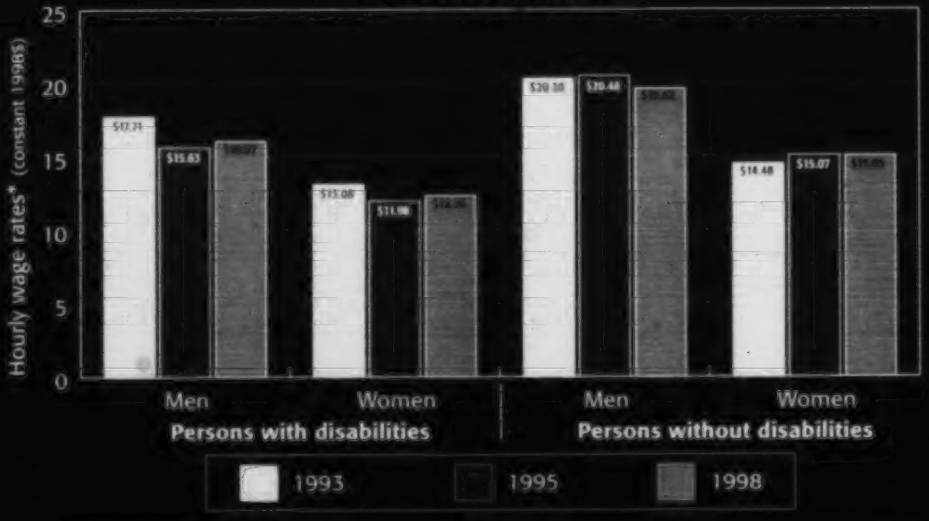
Hourly Wage Rates* for workers Aged 16-34, With and without disabilities, by Gender, 1993, 1995 & 1998



* Note: These are median composite hourly wage rates, in constant 1998 dollars. See footnote 1 in this Information Sheet for a detailed definition.
Source: Prepared by the Canadian Council on Social Development using Statistics Canada's Survey of Labour and Income Dynamics (masterfile).

Chart 1B

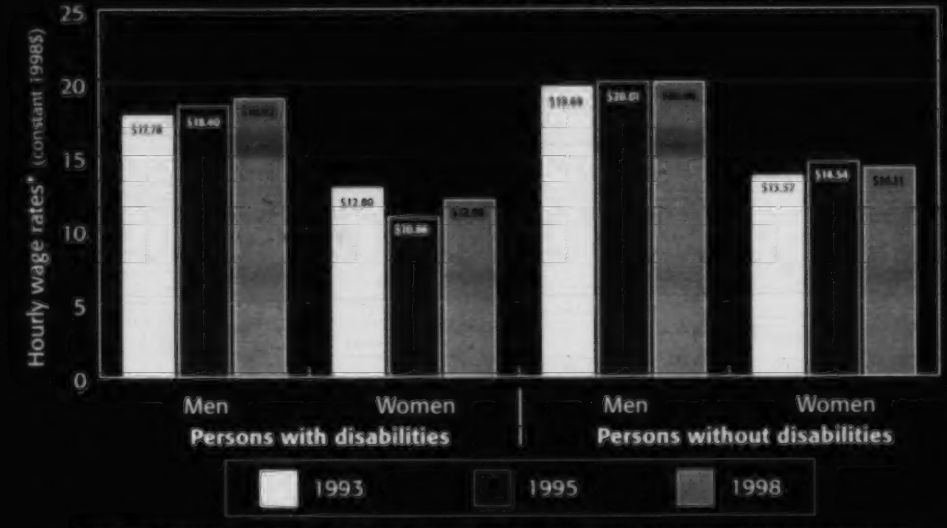
Hourly Wage Rates* for workers Aged 35-49, With and without disabilities, by Gender, 1993, 1995 & 1998



* Note: These are median composite hourly wage rates, in constant 1998 dollars. See footnote 1 in this Information Sheet for a detailed definition.
Source: Prepared by the Canadian Council on Social Development using Statistics Canada's Survey of Labour and Income Dynamics (masterfile).

Chart 1C

Hourly Wage Rates* for workers Aged 50-64, With and without disabilities, by Gender, 1993, 1995 & 1998



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The wage advantage enjoyed by older workers is obvious among both those with and without disabilities. However, the combination of age and post-secondary education is particularly important for workers with disabilities. In 1993, for example, younger (aged 16-34) post-secondary graduates with disabilities had a median composite hourly wage of $12.34, compared with $15.39 for their non-disabled counterparts. The wage gap in 1993 between those with and those without disabilities was considerably less among older (aged 50-64) post-secondary graduates – $19.20 and $20.50, respectively. While the gap between these two groups widened a bit in 1995, it had all but disappeared by 1998 ($20.12 compared to $20.16; see Table 2 and Chart 2C).

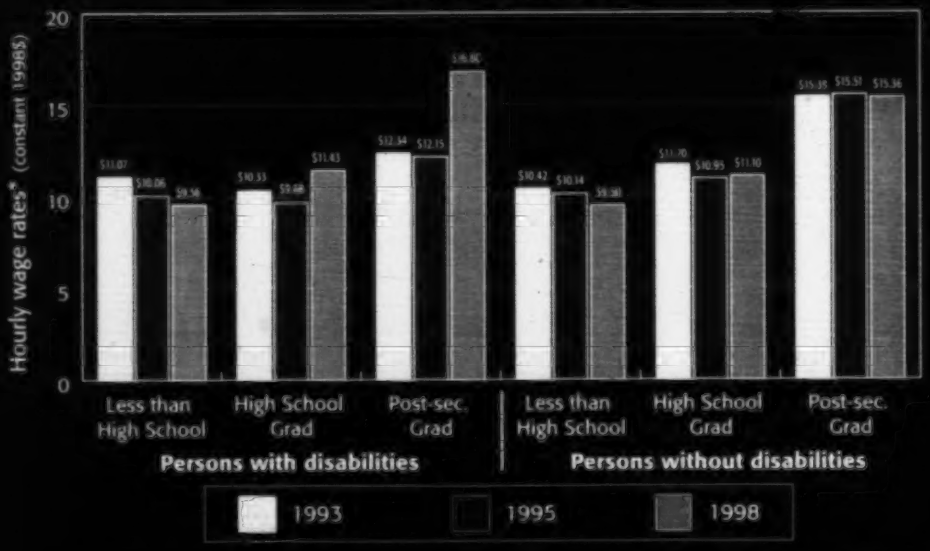
Hourly Wage Rates*
for workers with and without disabilities
by Age Group and Level of Education, 1993, 1995 & 1998

	Persons with disabilities			Persons without disabilities		
	1993	1995	1998	1993	1995	1998
Highest Level of Education						
Less than High School	$ 11.07	$ 10.06	$ 9.56	$ 10.42	$ 10.14	$ 9.50
High School Graduate	$ 10.33	$ 9.68	$ 11.43	$ 11.70	$ 10.95	$ 11.10
Post-secondary Graduate	$ 12.34	$ 12.15	$ 16.80	$ 15.39	$ 15.51	$ 15.36
Less than High School	$ 12.00	$ 11.46	$ 11.25	$ 13.83	$ 13.42	$ 13.50
High School Graduate	$ 16.51	$ 12.34	$ 13.22	$ 15.87	$ 15.98	$ 15.53
Post-secondary Graduate	$ 17.07	$ 16.58	$ 16.36	$ 19.97	$ 20.01	$ 19.76
Less than High School	$ 13.86	$ 14.84	$ 12.32	$ 13.66	$ 14.18	$ 13.14
High School Graduate	$ 15.79	$ 12.51	$ 12.50	$ 15.36	$ 15.57	$ 16.08
Post-secondary Graduate	$ 19.20	$ 18.89	$ 20.12	$ 20.50	$ 20.60	$ 20.16

e are median composite hourly wage rates, in constant 1998 dollars. See footnote 1 in this information Sheet for a detailed definition.
pared by the Canadian Council on Social Development using Statistics Canada's Survey of Labour and Income Dynamics (masterfile).

art 2A

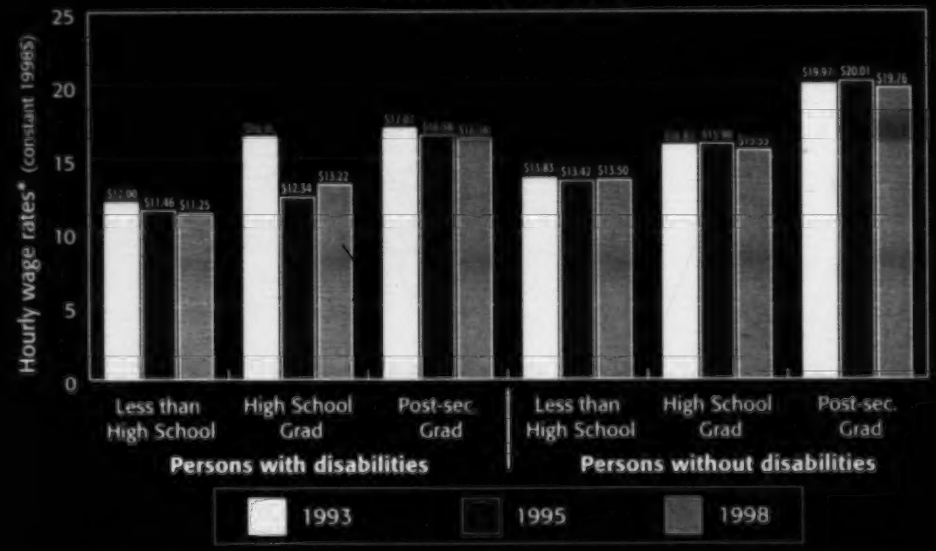
Hourly Wage Rates* for workers Aged 16-34, With and without disabilities, by Highest Level of Education 1993, 1995 & 1998



* Note: These are median composite hourly wage rates, in constant 1998 dollars. See footnote 1 in this Information Sheet for a detailed definition.
Source: Prepared by the Canadian Council on Social Development using Statistics Canada's Survey of Labour and Income Dynamics (masterfile).

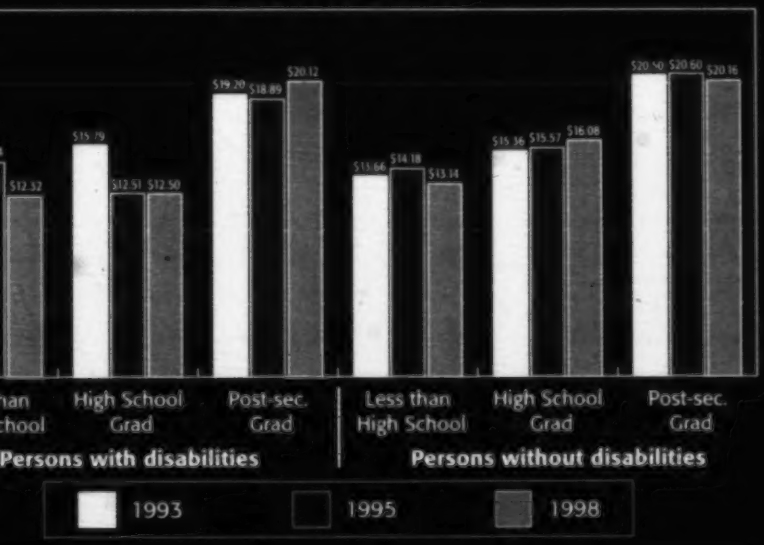
art 2B

Hourly Wage Rates* for workers Aged 35-49, With and without disabilities, by Highest Level of Education 1993, 1995 & 1998



* Note: These are median composite hourly wage rates, in constant 1998 dollars. See footnote 1 in this Information Sheet for a detailed definition.
Source: Prepared by the Canadian Council on Social Development using Statistics Canada's Survey of Labour and Income Dynamics (masterfile).

Hourly Wage Rates* for workers Aged 50-64, and without disabilities, by Highest Level of Education 1993, 1995 & 1998



median composite hourly wage rates, in constant 1998 dollars. See footnote 1 in this Information Sheet for a detailed definition.
by the Canadian Council on Social Development using Statistics Canada's Survey of Labour and Income Dynamics (masterfile).

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stayed fairly consistent over time for persons without disabilities. Just as we saw with education, where those with lower levels of education seemed to lose wages throughout the decade – and enjoyed no post-1995 recovery – so too, have those with less-stable labour force participation patterns. This suggests that certain groups of persons with disabilities are becoming increasingly marginalized.

Hourly Wage Rates* for workers with and without disabilities by Age Group and Labour Force Participation Rate, 1993, 1995 & 1998

		Persons with disabilities			Persons without disabilities		
		1993	1995	1998	1993	1995	1998
up	Labour Force Participation						
yrs	Employed all year	$ 12.55	$ 11.46	$ 14.50	$ 14.63	$ 14.38	$ 14.26
	NILF** part of year	$ 9.60	$ 9.16	$ 9.01	$ 10.67	$ 10.27	$ 10.00
yrs	Employed all year	$ 17.20	$ 15.36	$ 16.07	$ 18.57	$ 18.96	$ 18.09
	NILF** part of year	$ 11.73	$ 11.34	$ 10.00	$ 12.80	$ 12.18	$ 12.63
yrs	Employed all year	$ 16.81	$ 16.68	$ 17.69	$ 17.05	$ 17.86	$ 17.76
	NILF** part of year	$ 14.62	$ 14.80	$ 12.33	$ 13.51	$ 14.07	$ 13.50

se are median composite hourly wage rates, in constant 1998 dollars. See footnote 1 in this information Sheet for a detailed definition.
l was not in the labour force for part of the year.
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Next Issue: In ***Disability Information Sheet No. 5***, we will continue to examine wage information using longitudinal data from the SLID, including wage mobility during the 1993 to 1998 period.